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ABSTRACT

Trends in faculty salaries in Texas are reported, along with some comparisons to national trends. Faculty salaries in Texas universities average 2.1% above 1985-1986 levels but are projected to lag 8.4% below the national average for 1986-1987. Texas' first four faculty ranks (professors, associate professors, assistant professors, and instructors) earn an average $33,815 annually compared to $33,130 in 1985-1986. Texas faculty will earn 8.4% below the national average in 1986-1987 if the national average in faculty salaries continues to increase the same 7% as the previous year. Average budgeted salary data are provided for public senior colleges and universities for six faculty ranks for 1985-1986 and 1986-1987. The number of full-time equivalent (FTE) faculty and the average salaries for the first three ranks are indicated for specific colleges and universities. For professors, associate and assistant professors, and instructors, data are provided for each institution on the number of FTE faculty, average salaries, highest salaries, and lowest salaries. Salaries for full-time faculty in general academic and vocational-technical courses combined are also reported. (SW)

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CB REPORT

Coordinating Board - Texas College and University System

Volume XXII, No. 1 January 1987

TEXAS' FACULTY SALARIES TRAIL NATIONAL AVERAGE.

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CB REPORT

Coordinating Board Texas College & University System

Vol. XXII, No. 1 January 1987

Texas' faculty salaries trail national average

Faculty salaries at Texas universities are averaging 2.1 percent above last year's levels but are projected to lag 8.4 percent below the national average for 1986–87.

According to a survey released by the Coordinating Board, Texas College and University System, Texas' first four faculty ranks (professors, associate professors, assistant professors and instructors) are now earning an average $33,815 annually compared to $33,130 in 1985–86.

"A year ago, we were reporting faculty salary increases averaging 5.1 percent, yet salaries paid by Texas colleges and universities trailed the national average by 4 percent in 1985–86," said Higher Education Commissioner Kenneth Ashworth.

"Today, that gap has widened. If the national average in faculty salaries continues to increase at the same 7 percent rate as last year, Texas faculty will earn 8.4 percent below the national average in 1986–87.

"That gap is even more dramatic when comparing average Texas faculty salaries to those earned in the 10 states with populations nearest to the size of Texas. A year ago, Texas faculty earned 10.2 percent below the average paid in the 10 states, compared to a projected 14.4 percent less in 1986–87."

More salary tables, pages 2–6

Ashworth said the Legislature's decision to rescind the 3 percent faculty salary increase for 1986–87 contributed to the lower numbers in the salary comparison study. "If this trend continues, Texas institutions of higher education will find it increasingly difficult to recruit and retain outstanding faculty," he said.

"Already, it is apparent that, as vacancies occur, Texas colleges and universities are electing to hire more part-time lecturers rather than higher paid faculty in an effort to cut costs."

The Coordinating Board study revealed the following trends in faculty salaries:

- Compared to the current 2.1 percent average salary increase for the first four faculty ranks, the all-rank average (including lecturers and teaching assistants) is 1.3 percent more in 1986–87.

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Average budgeted salaries, by rank

All public senior colleges and universities

Rank	1985–86	1986–87	% Increase
Professor	$42,436	$43,286	2.0%
Associate Professor	32,159	32,438	0.9%
Assistant Professor	26,928	27,337	1.5
First Three Ranks Average	$34,192	$34,922	2.1%
Instructor	$20,513	$20,860	1.7%
First Four Ranks Average	$33,130	$33,815	2.1%
Lecturers	$19,003	$18,647	-1.9%
Teaching Assistants	11,975	12,093	1.0
All Ranks Averages	$28,670	$29,057	1.3%

AVERAGE BUDGETED FACULTY SALARIES, FIRST THREE RANKS
Public Senior Colleges and Universities
Nine Months: 1985-86 and 1986-87

Institution	1985-86		1986-87	
	No. FTE Faculty	Average Salaries	No. FTE Faculty	Average Salaries
East Texas State University.....	270.62	$32,493	241.42	$32,794
East Texas State University at Texarkana.	29.50	34,643	27.25	34,833
Lamar University.....	298.77	30,680	286.46	30,774
Midwestern State University.....	124.72	30,710	120.79	30,934
North Texas State University.....	658.14	33,376	666.25	33,739
Pan American University.....	213.68	30,137	212.13	31,214
Pan American University at Brownsville...	28.92	29,571	32.17	29,619
Stephen F. Austin State University.....	327.43	31,310	310.26	31,445
Prairie View A & M University.....	165.69	29,969	152.86	30,557
Tarleton State University.....	123.27	29,196	121.55	29,411
Texas A & M University.....	1323.68	35,869	1302.35	38,099
Texas A & M University at Galveston.....	32.25	25,835	34.50	26,975
Texas Southern University.....	304.58	30,017	287.67	29,802
Angelo State University.....	127.04	32,662	121.34	32,691
Sam Houston State University.....	293.00	33,352	274.00	33,229
Southwest Texas State University.....	443.49	31,631	463.20	30,485
Sul Ross State University.....	62.75	29,370	66.60	28,578
Sul Ross State University at Uvalde.....	11.75	26,802	11.75	26,802
Texas Tech University.....	830.68	35,189	776.72	35,553
Texas Woman's University.....	310.13	31,658	296.25	31,746
The University of Texas at Arlington.....	592.46	33,173	568,47	33,879
The University of Texas at Austin.....	1796.29	39,186	1794.76	40,555
The University of Texas at Dallas.....	203.97	37,116	186.00	38,770
The University of Texas at El Paso.....	417.17	31,357	403.13	31,803
The University of Texas of Permian Basin.	60.87	31,193	62.12	33,096
The University of Texas at San Antonio...	280.00	30,354	255.75	31,369
The University of Texas at Tyler.....	103.25	32,058	109.25	32,138
University of Houston-University Park....	1022.80	37,350	1006.83	37,815
University of Houston-Downtown.....	127.51	29,418	128.11	29,848
University of Houston-Clear Lake.....	189.41	34,086	166.49	35,562
University of Houston-Victoria.....	24.51	31,478	23.68	31,208
Corpus Christi State University.....	97.75	31,048	102.00	30,770
Laredo State University.....	30.00	31,197	29.00	30,847
Texas A & I University.....	187.79	30,409	184.80	29,786
West Texas State University.....	173.50	29,846	157.00	30,323
Total	11287.37		10982.91	
Weighted Average		$34,192		$34,922

SOURCE: Institutional data reported to the Coordinating Board.

Coordinating Board, Texas College and University System

AVERAGE BUDGETED FACULTY SALARIES AND RANGES, BY RANK AND INSTITUTION
Public Senior Colleges and Universities

Nine Months: 1986-87

Institution	Professors				Associate Professors			
	No. FTE Faculty	Average Salaries	Highest Salaries	Lowest Salaries	No. FTE Faculty	Average Salaries	Highest Salaries	Lowest Salaries
East Texas State University	122.81	$37,301	$45,000	$28,255	65.27	$29,914	$40,495	$24,307
East Texas State University at Texarkana	12.50	37,591	41,758	29,431	12.50	33,185	37,098	21,675
Lamar University	103.39	37,198	46,522	29,050	79.28	29,261	41,372	22,585
Midwestern State University	38.45	38,111	44,064	29,258	42.25	30,408	37,440	23,976
North Texas State University	256.47	39,865	60,000	27,845	202.99	32,088	48,000	24,300
Pan American University	57.73	39,124	55,747	30,132	70.77	31,464	45,922	23,754
Pan American University at Brownsville	5.67	38,430	41,504	37,272	9.50	31,189	34,008	28,812
Stephen F. Austin State University	123.68	37,214	46,499	31,798	86.26	30,534	37,500	25,245
Texas A & M University System								
Prairie View A & M University	27.49	35,719	43,290	24,202	66.08	31,639	46,221	21,261
Tarleton State University	33.99	34,872	40,856	30,530	38.01	29,732	34,655	21,894
Texas A & M University	524.76	46,890	112,860	21,600	390.71	35,305	52,830	22,950
Texas A & M University at Galveston	3.25	33,586	37,118	30,036	16.50	27,720	34,606	23,654
Texas Southern University	76.98	36,240	58,062	30,000	86.78	30,938	51,795	24,000
Texas State University System								
Angelo State University	52.69	36,311	41,132	33,567	34.75	32,654	37,649	31,064
Sam Houston State University	116.00	37,508	44,010	32,490	105.00	31,836	37,242	24,660
Southwest Texas State University	146.25	37,446	44,424	31,275	150.28	29,680	40,869	25,803
Sul Ross State University	20.00	34,550	37,836	30,240	22.25	29,250	33,084	25,632
Sul Ross State University at Uvalde	2.25	33,537	36,981	32,076	2.00	27,599	28,323	26,874
Texas Tech University	296.95	44,262	76,692	24,900	263.01	32,764	50,000	21,600
Texas Woman's University	85.19	39,044	49,440	28,283	117.74	31,128	42,130	24,110
The University of Texas System								
The University of Texas at Arlington	172.30	42,544	70,000	26,900	240.52	32,089	49,515	22,600
The University of Texas at Austin	856.73	49,762	114,800	24,243	510.49	34,002	58,100	21,100
The University of Texas at Dallas	74.44	48,248	85,000	36,220	67.06	33,955	45,195	27,726
The University of Texas at El Paso	102.97	39,654	57,196	28,661	133.42	32,446	44,034	24,915
The University of Texas of the Permian Basin	29.75	37,596	49,229	29,100	24.37	29,885	45,000	25,000
The University of Texas at San Antonio	61.75	39,164	47,250	30,951	90.50	31,360	40,000	23,600
The University of Texas at Tyler	28.75	39,355	45,988	32,790	42.50	31,677	41,570	26,540
University of Houston System								
University of Houston-University Park	377.09	47,759	97,300	25,000	352.16	33,959	58,000	19,670
University of Houston-Downtown	12.00	40,376	48,727	33,295	42.11	32,677	42,500	26,865
University of Houston-Clear Lake	40.25	43,649	56,250	32,457	79.91	34,594	45,000	25,130
University of Houston-Victoria	8.60	34,433	37,048	30,286	7.83	30,319	37,048	26,175
University System of South Texas								
Corpus Christi State University	39.50	37,049	45,225	30,218	40.00	28,823	35,019	22,300
Laredo State University	5.50	35,742	40,850	32,434	16.50	31,458	38,389	25,777
Texas A & I University	86.60	33,477	44,892	28,278	64.90	27,696	43,704	21,708
West Texas State University	61.75	35,792	42,500	29,547	48.75	28,643	35,245	22,518
Total	4064.48				3622.95			
Weighted Average		$43,286				$32,438		

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Coordinating Board, Texas College and University System

AVERAGE BUDGETED FACULTY SALARIES AND RANGES, BY RANK AND INSTITUTION
Public Senior Colleges and Universities

Nine Months: 1986-87

Institution	Assistant Professors				Instructors				First Four Ranks	
	No. FTE Faculty	Average Salaries	Highest Salaries	Lowest Salaries	No. FTE Faculty	Average Salaries	Highest Salaries	Lowest Salaries	No. FTE Faculty	Average Salaries
East Texas State University	53.34	$25,939	$34,000	$20,924	52.52	$18,763	$29,500	$14,942	293.94	$30,287
East Texas State University at Texarkana	2.25	28,672	40,356	25,299	9.50	18,343	18,540	18,320	36.75	30,571
Lamar University	103.79	25,530	36,156	21,383	117.35	19,471	29,357	15,000	403.81	27,489
Midwestern State University	40.09	24,604	31,824	20,156	17.42	19,851	24,984	17,496	138.21	29,537
North Texas State University	206.79	27,762	43,000	16,875	8.25	21,967	26,505	17,662	674.50	33,595
Pan American University	83.63	25,543	34,000	20,500	41.83	20,904	25,602	17,550	253.96	29,516
Pan American University at Brownsville	17.00	25,804	27,696	24,180	1.00	23,676	23,676	23,676	33.17	29,440
Stephen F. Austin State University	100.32	25,118	32,832	19,967	40.46	23,205	35,000	14,000	350.72	30,495
Texas A & M University System										
Prairie View A & M University	59.29	26,960	38,099	18,878	41.15	23,482	33,947	18,084	194.01	29,057
Tarleton State University	49.55	25,420	37,420	19,294	36.05	21,207	29,823	14,252	157.60	27,535
Texas A & M University	386.88	28,997	45,810	16,650	17.80	19,634	27,000	13,541	1320.15	37,850
Texas A & M University at Galveston	14.75	24,686	33,135	19,401	---	---	---	---	34.50	26,975
Texas Southern University	123.91	25,007	48,633	20,000	51.24	20,225	29,970	17,450	338.91	28,354
Texas State University System										
Angelo State University	33.90	27,098	30,084	21,948	54.13	21,495	27,620	17,711	175.47	29,237
Sam Houston State University	53.00	26,623	34,308	20,628	9.00	23,178	30,330	20,232	283.00	32,909
Southwest Texas State University	166.67	25,103	36,045	19,107	59.77	25,131	28,053	17,874	522.97	29,873
Sul Ross State University	24.35	23,057	26,973	19,305	9.00	18,911	20,286	17,784	75.60	27,427
Sul Ross State University at Uvalde	7.50	24,569	25,128	22,059	---	---	---	---	11.75	26,802
Texas Tech University	216.76	27,007	42,000	17,200	21.59	20,217	26,640	14,000	798.31	35,138
Texas Woman's University	93.32	25,862	32,550	21,630	33.66	22,235	27,090	18,970	329.91	30,775
The University of Texas System										
The University of Texas at Arlington	155.65	27,054	42,000	16,700	17.66	19,042	31,700	14,000	586.13	33,432
The University of Texas at Austin	427.54	29,931	65,100	20,900	141.56	18,852	35,000	21,000	1936.32	38,968
The University of Texas at Dallas	44.50	30,173	42,340	22,000	16.40	23,162	38,500	10,719	202.40	37,505
The University of Texas at El Paso	166.74	26,440	37,500	18,411	12.00	18,830	26,032	19,002	415.13	31,428
The University of Texas Permian Basin	8.00	26,145	29,305	22,500	4.00	26,335	32,331	22,260	66.12	32,687
The University of Texas at San Antonio	103.50	26,725	40,000	20,300	1.50	28,667	30,000	28,000	257.25	31,353
The University of Texas at Tyler	38.00	27,192	31,523	23,171	18.25	22,700	30,187	17,140	127.50	30,787
University of Houston System										
University of Houston-University Park	277.58	29,200	46,000	19,247	20.35	24,489	34,500	18,555	1027.18	37,551
University of Houston-Downtown	74.00	26,531	36,000	20,728	1.00	21,500	21,500	21,500	129.11	29,784
University of Houston-Clear Lake	46.33	30,207	38,110	20,000	12.51	25,999	37,675	16,589	179.00	34,894
University of Houston-Victoria	7.25	28,344	34,000	23,551	2.61	18,272	21,025	15,041	26.29	29,924
University System of South Texas										
Corpus Christi State University	22.50	23,210	27,000	19,098	5.00	20,805	22,636	18,387	107.00	30,305
Laredo State University	7.00	25,562	28,000	22,699	1.50	26,023	21,970	21,970	30.50	30,610
Texas A & I University	33.30	24,259	32,958	19,008	21.10	16,531	24,201	15,255	205.90	28,428
West Texas State University	46.50	24,821	29,646	20,538	42.00	20,915	34,236	17,000	199.00	28,337
Total	3295.48				939.16				11922.07	
Weighted Average		$27,337				$20,860				$33,815

Coordinating Board, Texas College and University System

AVERAGE BUDGETED FACULTY SALARIES AND RANGES, BY RANK AND INSTITUTION
Public Senior Colleges and Universities

Nine Months: 1986-87

Institution	Lecturers		Teaching Assistants		All Ranks	
	No. FTE Faculty	Average Salaries	No. FTE Faculty	Average Salaries	No. FTE Faculty	Average Salaries
East Texas State University	---	$ ---	56.87	$10,551	350.81	$27,087
East Texas State University at Texarkana	---	---	---	---	36.75	30,571
Lamar University	14.35	17,432	20.57	7,062	438.73	26,202
Midwestern State University	4.44	15,302	7.00	10,063	149.65	28,204
North Texas State University	41.55	23,166	326.35	11,600	1042.40	26,293
Pan American University	15.34	14,086	12.48	13,771	281.78	27,979
Pan American University at Brownsville	6.13	13,050	1.60	17,550	40.90	26,520
Stephen F. Austin State University	22.14	16,000	58.20	9,450	431.06	26,909
Texas A & M University System						
Prairie View A & M University	15.37	27,631	8.11	14,275	217.49	28,405
Tarleton State University	16.13	14,643	3.83	11,488	177.56	26,018
Texas A & M University	237.21	20,697	371.72	12,852	1929.08	30,924
Texas A & M University at Galveston	11.43	17,932	2.00	10,464	47.93	24,130
Texas Southern University	---	---	---	---	338.91	28,354
Texas State University System						
Angelo State University	3.15	17,807	4.00	12,600	182.62	28,675
Sam Houston State University	44.25	20,414	18.50	9,784	345.75	30,073
Southwest Texas State University	114.55	20,470	59.84	9,520	697.36	26,582
Sul Ross State University	4.50	17,606	17.00	8,000	97.10	23,570
Sul Ross State University at Uvalde	3.00	10,560	---	---	14.75	23,499
Texas Tech University	60.08	22,836	255.96	11,225	1114.35	28,982
Texas Woman's University	50.56	18,434	65.39	11,810	445.86	26,595
The University of Texas System						
The University of Texas at Arlington	149.79	23,048	205.31	9,724	941.23	26,608
The University of Texas at Austin	93.78	26,154	416.73	15,000	2446.83	34,395
The University of Texas at Dallas	51.33	15,540	129.80	13,884	383.53	26,571
The University of Texas at El Paso	72.55	11,690	104.32	10,395	592.00	25,303
The University of Texas Permian Basin	1.40	22,847	---	---	67.52	32,483
The University of Texas at San Antonio	116.69	18,000	---	---	373.94	27,186
The University of Texas at Tyler	10.12	29,870	---	---	137.62	30,719
University of Houston System						
University of Houston-University Park	193.50	14,644	242.80	12,062	1463.48	30,294
University of Houston-Downtown	60.30	11,570	---	---	189.41	23,985
University of Houston-Clear Lake	37.27	11,899	5.50	6,771	221.77	30,332
University of Houston-Victoria	5.00	11,520	---	---	31.29	26,983
University System of South Texas						
Corpus Christi State University	30.60	13,743	---	---	137.60	26,622
Laredo State University	---	---	---	---	30.50	30,610
Texas A & I University	---	---	12.60	10,956	218.50	27,422
West Texas State University	21.59	11,887	11.90	9,600	232.49	25,850
Total	1508.10		2418.38		15848.55	
Weighted Average		$18,647		$12,093		$29,057

SOURCE: Institutional data reported to the Coordinating Board.

Coordinating Board, Texas College and University System

AVERAGE BUDGETED FACULTY SALARIES FOR FULL-TIME FACULTY IN GENERAL ACADEMIC AND VOCATIONAL-TECHNICAL COURSES COMBINED

Nine Months: 1986-87

Institution	Highest Salaries	Lowest Salaries	Average Salaries
Alamo Community College District	$42,660	$20,381	$29,602
Alvin Community College	35,461	22,150	30,045
Amarillo College	40,831	22,263	29,891
American Educational Complex	41,300	21,000	28,561
Angelina College	31,752	19,188	26,876
Austin Community College	33,352	17,902	26,356
Bee County College	33,728	16,790	24,377
Blinn College	35,250	15,375	28,785
Brazosport College	40,985	18,000	29,740
Cisco Junior College	28,680	19,680	22,622
Clarendon College	31,700	19,600	24,224
College of the Mainland	36,144	14,580	27,327
Collin County Community College Dist	33,638	19,500	23,468
Cooke County College	27,451	16,116	23,114
Dallas County Community College Dist	48,150	15,311	32,276
Del Mar College	39,395	22,450	30,248
El Paso County Community College Dist	36,362	18,810	26,209
Frank Phillips College	33,986	20,025	29,512
Galveston College	37,321	19,055	27,727
Grayson County College	33,649	22,410	27,030
Henderson County Junior College	31,700	20,700	26,642
Hill College	33,650	13,669	23,365
Houston Community College	30,213	20,025	22,102
Howard County Junior College	32,828	19,583	24,946
Kilgore College	37,483	22,500	28,809
Laredo Junior College	37,448	19,776	27,152
Lee College	42,352	23,133	32,022
McLennan Community College	36,708	20,142	30,317
Midland College	39,738	24,262	29,957
Navarro College	38,615	23,263	31,280
North Harris County College	37,666	24,341	31,120
Northeast Texas Comm. Coll. District	36,575	22,500	27,563
Odessa College	38,700	23,000	30,122
Panola Junior College	34,000	22,730	26,985
Paris Junior College	25,969	17,212	22,642
Ranger Junior College	27,421	16,200	21,431
San Jacinto College	37,318	23,464	30,030
South Plains College	36,896	19,760	27,861
Southwest Texas Junior College	34,635	21,225	29,454
Tarrant County Junior College District	38,608	21,708	30,593
Temple Junior College	41,060	20,412	28,103
Texarkana College	31,989	20,624	27,623
Texas Southmost College	36,158	20,755	26,200
Tyler Junior College	40,357	22,076	28,960
Vernon Regional Junior College	34,894	14,374	25,097
Victoria College	41,348	18,241	29,983
Weatherford College	31,150	20,400	27,474
Western Texas College	33,043	19,204	25,261
Wharton County Junior College	37,000	20,000	28,468
State Weighted Average			$28,500

SOURCE: Institutional data reported to the Coordinating Board.

Staff Directory

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Salaries down

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- If the University of Texas and Texas A&M University are deleted from the salary comparisons, the first four faculty ranks at the remaining Texas institutions earn less than 1 percent (0.8 percent) more than they did in 1985–86. The all-rank average drops by an average .2 percent.
- At Texas public universities, average salaries for 1986–87 are $43,286 for full professors, up 2 percent from 1985–86; $32,438 for associate professors, up .9 percent; $27,337 for assistant professors, up 1.5 percent; and $20,860 for instructors, up 1.7 percent. Average salaries paid lecturers dropped 1.9 percent, down from an average $19,003 to $18,647. Teaching assistants earned an average 1 percent more, or $12,093 compared to the 1985–86 average of $11,975.
- Highest average salaries in Texas, based on the first four faculty ranks, are reported by The University of Texas at Austin, $38,968; Texas A&M University, $37,850; University of Houston-University Park, $37,551; The University of Texas at Dallas, $37,505; Texas Tech University, $35,138; and University of Houston-Clear Lake, $34,894. These are the only Texas institutions paying faculty salaries above the statewide average of $33,815.

At the state's public junior colleges, faculty salaries are virtually unchanged at an average $28,500. Twenty-one of the state's 49 community college districts pay above the statewide average, with the highest faculty salaries offered at Dallas County Junior College, Kilgore Junior College, Navarro College, and North Harris County College.

Compared to a year ago, there are 228 fewer budgeted positions at Texas public senior colleges and 44 fewer positions at public junior colleges.

PASSIM

Wilbur Meier Jr. will assume the duties of chancellor at the University of Houston System on Feb. 1. He is the former dean of engineering at Pennsylvania State University.

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The former president of Texas State Technical Institute at Sweetwater, *Herbert Robbins*, is the new president at Sumter Area Technical College.

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Texas A&M University System Chancellor *Perry Adkisson* was appointed to a three-year term on the Research Advisory Committee of the U.S. Agency for International Development (AID). In October, Adkisson was appointed to the Texas Science and Technology Council.

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William Clayton retired Jan. 1 as president of Texas A&M University at Galveston after 15 years in that position.

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Coordinating Board member *W. K. Barnett* of Lubbock was reappointed to a two-year term on the Texas Tech Medical Foundation Board.

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James Crowson, vice chancellor and general counsel of the University of Texas System, will serve on the Interstate Oil Compact Commission.

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The *University of Texas at Arlington's* power engineering program has been ranked among the top 10 in the nation by U.S. power engineering professors in the December issue of *Spectrum* magazine.

CB REPORT

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